

# COUNTING CULTURE

## What to ask to measure cultural diversity in your organisation

### WHAT IS CULTURAL DIVERSITY?

Cultural diversity means having a mix of people from different cultural backgrounds – it can include differences in cultural/ethnic identity (how we identify ourselves and how others identify us), language, country of birth, religion, heritage/ancestry, national origin, and/or race, colour.

#### STEP 1



**Ask about Aboriginal and/or Torres Strait Islander background**

*Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?*

You may also want to ask further if you have space:  
*(If you know) Which Aboriginal or Torres Strait Islander group(s) do you identify with?*

#### STEP 2



**Ask about cultural background**

*How would you describe your cultural background?*

Your cultural background is the cultural/ethnic group(s) to which you feel you belong or identify. This background may be the same as your parents, grandparents, or your heritage, or it may be the country you were born in or have spent a great amount of time in, or you feel more closely tied to.

#### STEP 3



**Ask about language**

*Apart from English, in which language(s) could you have a conversations about a lot of everyday things?*

You may also want to ask further if you have space:  
*Apart from English, in which language(s) can you read everyday materials, such as newspapers?*

#### STEP 4



**Ask about country of birth**

*Which country were you born in?*

You may also want to ask further if you have space:  
*When did you first come to Australia to live for six months or more?*

#### + STEPS



**Ask about religion and global experience**

*What is your religion?*

*Have you lived and/or worked in any country other than Australia for more than six months?*

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